



The City of Martinez

*invites your interest
for the position of*

**City
Engineer**



The Community

Incorporated in 1876, Martinez is the County seat of Contra Costa County. It is located along the Sacramento and San Joaquin rivers in the central part of the County. The City's roots can be traced to the late 1840's, when it served as a ferryboat transit point across the Carquinez Straits on the way to the gold fields. By the time of its incorporation, Martinez had evolved into one of the area's most significant trading posts and shipping ports. Today, the City covers 13.1 square miles and has approximately 38,373 residents. As one of California's first towns and the

home of both John Muir and Joe DiMaggio, Martinez retains a strong sense of history and family. One of the unique aspects of Martinez is its architecture. Many of the downtown shops still retain their early 20th Century look and charm, with some homes dating back more than 125 years.



Respecting its past but with an eye to the future, Martinez is in the process of modernizing both its infrastructure and its downtown. The City opened an award-winning Intermodal Facility in 2001 that has become a popular stop along the Amtrak line. It also completed a major restoration of Alhambra Creek that beautifies the downtown and controls flooding. Additionally, the City has undertaken a number of major park enhancement efforts, most recently with the Waterfront Park, which now hosts a semi-professional baseball team, the Martinez Sturgeon. Maintaining the charming and unique quality of life in Martinez is a top priority of the City Council.

The City Organization

The City is governed by a five-member Council. The Mayor is elected at large, and the other four Council members by district, to four-year terms on an overlapping basis. The Council is responsible for representing the residents of Martinez; providing policy and programmatic direction to the City Manager and organization; and ensuring accountability through implementation of policies responsive to the community's needs.



The City adopts a two-year budget with mid-cycle adjustments which serves as the financial guide for all municipal operations and reflects the goals of the Mayor and Council. The total adopted two-year budget for fiscal years 2021-22 and 2022-23 is approximately \$146M across all funds (General Fund, Enterprise Funds, Special Revenue Funds, Internal Service Funds, Debt Service and Capital Projects). The revised General Fund budget recently approved by the City Council for fiscal year 2022-23 is approximately \$34.5M.

The Position and Ideal Candidate

The City Engineer is responsible for overseeing all private and public projects within the City of Martinez and directs all the operations of the Division of Engineering (at present three full time staff members and a team of consultants) and will report to the City Manager's Office. This position plays a lead role in the development of the City's Capital Budget and 5 year capital plan. The direct reporting relationship is currently under review and will depend on the needs of the organization. The division designs and constructs all public facilities including streets, park improvements, storm drains, traffic signals and water systems. Additionally, the City Engineer will be responsible for oversight of the water treatment facility (staff of 12). As such, the ideal City Engineer candidate will have prior experience in oversight of a municipal utility operation to assist the current supervisor.

The new leader will join the City during a critical and ambitious time. The primary responsibilities of this role will be planning and executing the City's numerous Capital Improvement Projects. The City passed Measure D in 2016, which combined with funds allocated by the State of California through SB-1, provides an unprecedented level of funding for pavement projects. These pavement projects are an essential part of the City's revitalization and any candidate should have extensive experience in the oversight of street rehabilitation. Given the ongoing nature of the COVID-19 pandemic the new City Engineer will have to be highly adaptable and strong with municipal finances and various funding mechanisms to ensure long-term financial stability. In addition, the City of Martinez currently has a Project Labor Agreement for any municipal project over \$1 million. The ideal candidate will have experience working in a community with a strong labor presence.



These complex and transformative projects will require an ambitious, team-oriented leader with strong project management skills and sound technical ability. The individual must have a proven ability to manage multiple projects through all phases as well as experience with contract management. The City Engineer must have a collaborative style and be able to work well with other City departments, local, state and federal governments, other public agencies as well as developers and the community. The individual will also have to be proactive and engaged in their disposition and must be highly responsive to the demands of each project as well as those of the various constituents involved.

The ideal candidate will possess a leadership style and value system that embodies ethics, integrity and an uncompromising dedication to public service, the employees and the community. The successful candidate will be an effective and seasoned public sector manager who creates and maintains an environment of mutual respect and transparency with an ability to develop consensus and credibility through strong relationships. The candidate should expect to become well-grounded in the community.

The ideal candidate for this role must have a professional background that includes considerable experience in the direction of varied capital improvement projects and programs as well as graduation from an accredited college or university with specialization in civil engineering, water treatment, public administration or a related field with eight years of experience in a managerial or supervisory capacity. Possession of current registration as a Professional Civil Engineer in California is required.

Compensation and Benefits

The salary for this position is up to \$18,751 per month, dependent upon qualifications. Benefits are subject to negotiation, but standard benefits include:

- ◆ Retirement: California Public Employees' Retirement System (PERS) and Social Security.
 - Classic Members – Retirement formula of 2% at age 60 with a 3 year final compensation period. Classic Members contribute 7% toward retirement.
 - New Members – Under the new pension reform law, Public Employees' Pension Reform Act (PEPRA), effective 1/1/13 those defined as New Members of PERS are eligible for the 2% at age 62 retirement formula with a 3 year final compensation period. New Members are required to contribute towards pension; currently the contribution rate is 6.75%.
- ◆ Deferred Comp: City contribution of 1.6% gross monthly earnings into a 457 deferred compensation retirement plan (ICMA).
- ◆ Vacation: Fifteen days vacation for the first four years of service. Maximum 25 days annually after 20 years of service.
- ◆ Holidays: Thirteen and one-half days per year and seven days of floating holiday time.
- ◆ Sick Leave: Accrued indefinitely at the rate of eight (8) hours per month. PERS service credit for unused sick upon service retirement.
- ◆ Longevity Pay: 2% at fifteen (15) years of service.
- ◆ Bilingual Pay: \$100 per month for one or more languages.
- ◆ Health Insurance: CalPERS Medical Health Plan with employee contributing a portion of the monthly premium.
- ◆ Dental Insurance: The City pays 100% of Vision premium and the premium for dental coverage for the employee and dependents. Dental plan includes orthodontic coverage.
- ◆ Life/Disability: The City pays the premium for life up to \$200,000 and disability insurance for the employee only. Voluntary, supplemental plan available for additional life insurance.
- ◆ Health Club Reimbursement: The City pays up to \$50 a month for health club membership.
- ◆ Training/Education Reimbursement: The City pays up to \$1000 per fiscal year.
- ◆ Administrative Leave: 80 hours of leave annually.
- ◆ Auto reimbursement for \$400/month.



The Process

To pursue this exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place).

Bill Avery or Bill Lopez
Avery Associates
16 Lyndon Ave., Suite 200
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net



The final filing date has been extended to October 10, 2022.

If you have any questions regarding this position, please contact Bill Avery at 408.399.4424 or bill@averyassoc.net or Bill Lopez at 408.888.4099 or williaml@averyassoc.net.